

Position: IT SupervisorPosition Level: **E****Job Scope :**

Operates, monitors, and controls a mainframe computer, and related peripheral equipment. Monitors console or terminal, storage devices and printers and reports problems or variances. Analyzes operating instructions to determine equipment settings and operating procedures. Reconfigures systems components when individual units fail. Maintains machine performance and production records and maintains the organization's server and workstations. Reports to Manager. Usually requires 3-5 years experience.

1- A General Market Analysis (All Participating Companies).

← Toward lower job scope "Below"				Toward higher job Scope "Above" →			
Market Analysis	10th Percentile	1 St Quartile	Mid Point	Average	3rd Quartile	90th Percentile	Maximum
Annual Basic Salary	62,640	76,430	91,000	93,180	114,718	123,840	147,000
Guaranteed Annual Cash	66,000	81,600	102,000	102,334	120,000	140,251	166,200
Total Annual Cash	81,180	97,800	114,000	125,882	170,040	177,762	229,703
Variable Cash (Percentage)	8%	16%	25%	29%	39%	56%	83%

2- Classification according to Company Type.

← Toward lower job scope "Below"				Toward higher job Scope "Above" →			
Multinational & Int'l Companies	10th Percentile	1 St Quartile	Mid Point	Average	3rd Quartile	90th Percentile	Maximum
Annual Basic Salary	80,067	86,544	101,748	102,355	120,000	131,842	147,000
Guaranteed Annual Cash	82,560	96,000	110,400	110,844	124,800	143,009	166,200
Total Annual Cash	98,280	105,000	128,400	137,377	172,000	182,861	229,703
Variable Cash (Percentage)	8%	15%	25%	31%	50%	56%	83%

3- Classification according to Business Sector.

← Toward lower job scope "Below"				Toward higher job Scope "Above" →			
Information Technology	10th Percentile	1 St Quartile	Mid Point	Average	3rd Quartile	90th Percentile	Maximum
Annual Basic Salary	77,981	80,308	93,300	92,758	105,750	107,100	108,000
Guaranteed Annual Cash	85,208	90,620	102,013	100,657	112,050	115,020	117,000
Total Annual Cash	102,878	103,745	116,313	119,482	132,050	138,620	143,000
Variable Cash (Percentage)	15%	16%	21%	20%	25%	25%	25%
Cement	10th Percentile	1 St Quartile	Mid Point	Average	3rd Quartile	90th Percentile	Maximum
Annual Basic Salary	92,687	114,718	120,000	113,851	120,000	129,922	136,536
Guaranteed Annual Cash	93,467	114,718	120,000	115,311	126,000	132,322	136,536
Total Annual Cash	103,380	120,000	178,153	153,154	186,000	187,989	189,315
Variable Cash (Percentage)	23%	33%	44%	40%	51%	54%	55%
Real Estate & Project Management	10th Percentile	1 St Quartile	Mid Point	Average	3rd Quartile	90th Percentile	Maximum
Annual Basic Salary	60,000	69,000	84,000	74,848	85,272	86,035	86,544
Guaranteed Annual Cash	87,600	93,000	102,000	101,919	110,878	116,205	119,756
Total Annual Cash	107,100	110,250	115,500	127,843	139,264	153,522	163,028
Variable Cash (Percentage)	25%	25%	25%	33%	38%	45%	50%

← Toward lower job scope
"Below"
Toward higher job Scope
"Above" →

FMCG / Food Industry	10th Percentile	1 St Quartile	Mid Point	Average	3rd Quartile	90th Percentile	Maximum
Annual Basic Salary	81,300	90,750	108,000	109,500	126,750	138,900	147,000
Guaranteed Annual Cash	94,500	96,750	125,200	127,400	155,850	162,060	166,200
Total Annual Cash	103,500	110,250	142,020	139,810	171,580	174,352	176,200
Variable Cash (Percentage)	8%	8%	10%	11%	13%	15%	17%

Research	10th Percentile	1 St Quartile	Mid Point	Average	3rd Quartile	90th Percentile	Maximum
Annual Basic Salary	81,436	85,023	91,000	88,682	93,500	95,000	96,000
Guaranteed Annual Cash	84,236	89,323	97,800	99,882	109,400	116,360	121,000
Total Annual Cash	84,236	89,323	97,800	116,882	134,900	157,160	172,000
Variable Cash (Percentage)	56%	56%	56%	56%	56%	56%	56%

Level E & F & G & H & I Eligibility for Benefits	
Medical Insurance	Provided by 89.6 % of the Survey participating companies
Profit Sharing	Provided by 48.1% of the Survey participating companies